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STATEMENT OF
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SUPERINTENDENT OF THE UNITED STATES NAVAL ACADEMY
BEFORE THE
HOUSE SUBCOMMITTEE
ON
NATIONAL SECURITY, EMERGING THREATS, AND INTERNATIONAL RELATIONS,
COMMITTEE ON GOVERNMENT REFORM
JUNE 27, 2006

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Introduction

Mr. Chairman, distinguished members of this committee, thank you for the opportunity to appear before you today on behalf of the outstanding men and women of the United States Naval Academy. The subject you are addressing is critically important for our academies, services and the nation. I am pleased to be able to report solid progress with respect to preventing and responding to sexual harassment, misconduct and assault at the Naval Academy and will provide you a summary of the actions we are taking in our Sexual Harassment, Misconduct and Assault Prevention and Response Program.

We expect our midshipmen to live and uphold the highest standards, just as they will be expected to do in setting the example as junior officers in the Navy and Marine Corps. The very idea that anyone in the Academy family could behave in such a way that fosters sexual harassment, misconduct, or even assault is of great concern to me as Superintendent; it keeps me awake at night. Preventing and deterring this unacceptable behavior is a leadership issue that I take to heart. I expect everyone at the academy; seniors, peers and subordinates, to set the very best example of leadership and character for our midshipmen to emulate.

Mission

The mission of the Naval Academy is "To develop midshipmen morally, mentally and physically and to imbue them with the highest ideals of duty, honor and loyalty in order to provide graduates who are dedicated to a career of naval service and have potential for future development in mind and character to assume the highest responsibilities of command, citizenship and government." It is not by chance that moral development is listed first, because it is the most important. We want our graduates to become leaders of strong character with the highest ethical standards and unimpeachable values.

Preventing and Deterring Sexual Harassment, Misconduct, and Sexual Assault:

Sexual harassment, misconduct and assault are not tolerated in the Navy and Marine Corps and they are not tolerated at the Naval Academy. The Naval Academy remains focused on preventing, deterring and effectively responding to these unacceptable behaviors. These issues are taken seriously. All allegations are thoroughly investigated, and individuals are held accountable for their actions. At the same time, accused are always presumed innocent until proven otherwise.

Our policy is to prevent and deter sexual harassment, misconduct and assault within the brigade and at the academy as a whole. One incident of sexual harassment, misconduct or assault is too many. However, when incidents do occur, we encourage reporting so that we can provide maximum support to the victim, prevent revictimization and resolve the issue appropriately.

Our Sexual Assault Victim Intervention (SAVI) program contains seven key elements:

- Awareness training and education- to ensure everyone- midshipmen, staff and faculty- know what is expected of them.
- 24/7 response and support- rapidly and compassionately responding to any incidents that do occur.
- Fostering an environment that encourages incident reporting- so that we know what is occurring and can respond appropriately.
- Multiple paths for reporting- midshipmen, officers, enlisted, chaplains, counselors, medical personnel and others.
- Prompt, thorough investigative procedures- employing fully trained and sensitive NCIS investigators.
- Immediate and continuous support- for the victim and all involved.
- Case resolution and follow on counseling- holding perpetrators accountable and providing long term support to victims.

Gender Culture in the Brigade

Key to deterring unacceptable behavior is the climate in the Brigade of Midshipmen with respect to how men and women treat each other.

Our Naval Academy culture builds from naval traditions and heritage and is characterized by honor, courage and commitment in officer professional development. We endeavor to develop a professional culture at the Academy that fosters dignity and respect, while also encouraging personal responsibility and accountability. The highest standards and highest expectations of character and conduct apply equally and fairly to each and every midshipman in the Brigade. We teach our future officers to be inclusive of all, regardless of race, background or gender, to value diversity and to develop teamwork with their shipmates. The vast majority of midshipmen meet and exceed our exacting standards each and every day of their four years at the Academy.

Annual climate surveys given to the midshipmen indicate that the culture in the Brigade is improving, but that we still have a ways to go. Our most recent survey, conducted in 2005, shows a steady downward trend in sexual harassment. While 93% of the Brigade reported that they did not experience sexual harassment, the fact is unwanted comments, jokes and innuendo amongst the 18-24 year old midshipmen still occur within the Brigade. The differences in uniforms, physical readiness test standards, and perceptions of bias one way or the other perpetuate a feeling of separateness, just as we are teaching them teamwork and unity. We are encouraged by our progress in this area, but these issues require constant attention. Acceptance of women within the Brigade continues to improve, but young women coming here are still a minority in a predominantly male environment. This area remains a challenge, as we can regulate behavior, but we cannot regulate what people think. Changing perceptions and opinions takes a relentless and concerted effort.

We strive to establish a climate which encourages reporting of sexual harassment, misconduct and assault incidents so we can support the victim and respond to allegations fairly and appropriately. The Naval Academy has maximized reporting avenues in belief that accessibility and confidentiality will further encourage victims to come forward, report incidents and access support services.

Defense Task Force Results

In August 2005, the Defense Task Force (DTF) released its report assessing the efforts and effectiveness of the Naval and Military Academies at preventing and responding to sexual harassment and violence. This report was a follow on to the 2003 Report of The Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy. The DTF assessment found that both the Naval and Military Academies had been actively addressing the issues of sexual harassment and assault prior to the Task Force's review. The Task Force applauded the Academies' efforts and recommended improvements, noting that it will take significant resources to implement its recommendations. Of note, this report was the latest of seven studies/assessments addressing gender relations that the Naval Academy has undergone within the last 15 years. The outcomes of the seven studies resulted in 243 recommendations for change/improvement.

Of those recommendations, most have been implemented, many have ongoing actions and a few have not yet been or will not be implemented. Examples of each are:

- Eliminate exclusionary language and discriminatory policies - We have changed the language in the USNA Song Book to be gender neutral, changed the pregnancy/paternity policy to allow for a Leave of Absence, and have established a hair salon separate from the men's barber shop for female midshipmen.
- Establish an ongoing education program for all Academy personnel- We have recently completed annual awareness training for over 1,700 faculty and staff, in addition to the training that midshipmen receive during Plebe Summer in leadership and ethics courses, and during company level training throughout the academic year.
- Midshipmen should assume more accountability for each other's behavior- This action is ongoing, as we still have a ways to go to get midshipmen to hold each other accountable.
- Congress should amend Article 32 of the Uniformed Code of Military Justice to close sexual assault hearings to protect privacy- This recommendation is not being pursued at this time. A

Department of Navy leadership response indicated that a 1997 U.S. Court Of Appeals of the Armed Forces decision may limit the ability to enact legislation on this issue. The Court of Appeals observed that overly broad, blanket rules of closure, for privacy concerns, had been held unconstitutional.

The Defense Task Force Report identified 44 findings and 62 accompanying recommendations within seven key areas:

- Service Academy Culture
- Victims' Rights and Support
- Offender Accountability
- Data Collection and Case Management Tracking
- Training and Education
- Prevention
- Coordination between Military and Civilian Communities

The recommended actions for improving effectiveness within those areas range from statutory reform requiring external assistance, to internal process changes. While nearly all recommendations have been pursued, specific improvement actions and initiatives are in varying degrees of implementation within each key area. By the Naval Academy's continued emphasis on training and education (prevention and response awareness - curricular and non-curricular); victim support (immediate and continuous); culture (equity, dignity and respect); and support resources (adequate and accessible), we are confident we will continue our overall improvement and progress in all related areas.

Responses detailing actions taken or planned were provided to Academy oversight and guidance bodies, including the Presidentially appointed Naval Academy Board of Visitors and the Secretary of the Navy appointed Executive Steering Group. The Naval Academy's Sexual Harassment, Misconduct and Assault Prevention and Response Plan has been recently updated and expanded to incorporate the means

to better address sexual harassment and assault issues and further develop a professional culture that fosters dignity and respect.

In order to satisfy the subcommittee's specific request that the Service Academies address several issues from the DTF Report, the following information is provided:

a) What are the Service Academies plans for increasing the number and visibility of female officers and Non-Commissioned Officers (NCOs) in key positions?

In the past three years, the Academy has been working to increase the number of female midshipmen in the Brigade. Numbers admitted in each class include:

Class	2006	2007	2008	2009	2010**
Total	1214	1228	1244	1227	1220
# of Women	192	205	250	237	278
% of Women	15.8	16.7	20.1	19.3	22.8

** Numbers projected to report on 28 June 2006.

In concert, Navy leadership has followed through with the assignment of top female officers and enlisted to the faculty and staff. Currently the Academy has 70 female officers out of 392 officers assigned (17.8%). Sixteen are Senior (O5-O6) Officers compared to nine in 2003. Women officers hold key leadership positions including Deputy Superintendent/Chief of Staff, Director of Admissions, Division Director of Math and Science, and two of six Battalion Officers. Female junior officers are serving many positions at the Naval Academy as company officers, instructors, and support staff. Additionally, there are currently five authorized billets for female Senior Enlisted Leaders to serve in the brigade; however, with the increased number of female midshipmen, a total of six billets are required. Further, only four of those billets are currently filled with females.

The Naval Academy is working closely with the Navy Personnel Command for a fully representative Brigade leadership. Retaining the number of senior and junior female officers currently on board, and increasing the number of female Senior Enlisted Leaders will require continued action by all concerned.

Significantly, because our faculty is around 55% civilian, the availability of role models for women in our faculty is significant. 28% of the civilian faculty are women, including 7 of 18 Department Chairs (one of which is an active duty Captain).

b) What training and education are the Academies providing to their students addressing sexual harassment and assault?

Over the past several years, significant effort has been expended to improve the effectiveness and relevance of such training at the Academy. Midshipmen receive sexual harassment, misconduct and assault prevention and response training throughout their four-year development. Basic training is provided during plebe summer orientation and then throughout their course curriculum as midshipmen progress in seniority and responsibility - ultimately emphasizing a leader's responsibility in ensuring a safe, cohesive, and professional shipboard or company environment. A good portion of midshipman training is performed by midshipman GUIDEs (Guidance, Understanding, Information, Direction, and Education), who are trained peer educators. The SAVI GUIDEs are trained in a 20 hour program and then continuously updated with resources and lesson plans. They in turn train other midshipmen in their company using lecture, discussion, and experiential learning. Experience has also shown that midshipmen are most comfortable reporting incidents of sexual assault to their peer GUIDEs. GUIDEs quickly and effectively notify the chain of command of a reported assault and put midshipmen in touch with the proper resources.

In addition to midshipman training in their Company each semester, midshipmen are exposed to related academic subjects each year. For instance, the 4/c (Freshman year)

leadership course includes a case study in which a Midshipman 1/C and a Midshipman 4/C begin a relationship that eventually results in a date-rape scenario as part of a lesson titled Perception vs. Reality. The 3/C (Sophomore year) ethics course includes a case study titled “We treat her like everyone else”, which explores the differences between innocent and manipulative mishandling of a Commanding Officer’s professional relationship with a female junior officer. By 1/C (Senior) year the case studies address an assault issue involving a young Sailor/Marine requiring the students to carry out his/her responsibilities as a junior officer.

Throughout the year each class receives pointed instruction from nationally renowned guest lecturers and presentations aimed at the midshipmen as a group.

These include:

- “Sex Signals”- A seventy-five minute, two-person presentation that explores how social norms, mixed messages, unrealistic fantasies, and false preconceptions of the opposite sex, contribute to misunderstanding and miscommunication often found in dating. The presentation serves to address date rape myths and increase audience awareness in an effort to prevent and deter sexual assault.

- Katie Koestner- A speaker with extensive experience in giving presentations to colleges and high schools throughout the country discussing her experiences with sexual assault. Katie discusses her journey from victim to survivor, interweaving her own story with vignettes from survivors across the country. Her emotionally charged talk creates an environment of understanding, and helps to lay the groundwork for proactive, long-term behavioral transformation.

- “1 in 4”- *One in Four*, named after the statistic that 1 in 4 college women report surviving a rape or attempted rape since age fourteen, is an all-male group of peer educators that presents to colleges nationwide. The program is specifically intended for an all-male audience. Published research has shown that this program has the dual benefit of educating men how to help

women recover from a sexual assault while lowering men's rape myth acceptance and their self-reported likelihood of committing such an offense.

This often graphic and realistic training is essential to help young people understand their proper role in the face of varying societal mores in their formative years.

All training addresses DoD as well as the Naval Academy's policies, reporting paths and confidentiality, and resources for victim support; additionally midshipmen receive wallet cards with basic response information and phone numbers for primary Sexual Assault Victim Intervention (SAVI) points of contact. All personnel are additionally referred to the Academy's SAVI website for more information. At the same time we recognize the need for more expert education and training and have asked the Navy to support the assignment of 3 expert instructors to further improve our education efforts. We want to expand the number of qualified instructors devoted to formal classroom instruction in this area.

The below chart is a visual depiction of the current training and education content for midshipmen:



c) Describe the key elements of the institutional sexual harassment and assault plan that the institutions developed based on the recommendation of the TASK Force Report?

In January 2006 the Naval Academy updated and expanded its overall Sexual Harassment, Misconduct and Assault Prevention and Response Plan. An Academy Project Team reviewed and coordinated efforts to determine actions which would further improve the existing plan. Our current plan includes 68 specific actions organized within the key areas of the Defense Task Force Report. Included are actions aimed at improving gender culture, ensuring dignity and respect between midshipmen, and better preventing and responding to sexual harassment, misconduct, and assault.

The key areas of the DTF Report and a few of our actions in response are:

- Prevention (and Response) – Clarify policy guidance, increase awareness, provide adequate and accessible resources.
- Academy Culture – Increase number of female midshipmen and of female faculty and staff to serve as role models.
- Victim's Rights and Support – Maximize reporting avenues, improve 24/7 response with trained victim advocates.
- Training and Education – Continue to increase focus on prevention, while maintaining and improving our strong education and training program.
- Offender Accountability – Ensure consistency and appropriateness in our judicial and administrative systems of accountability.
- Data Collection and Case Management – Maintain thorough records of all reported incidents, following up on each case as it develops.
- Coordination with Military and Civilian Communities – Continue to build interactive relationships with civilian and military resources outside of the Academy, including participation in state and national level sexual assault prevention and response conferences.

d) What actions have the Academies taken to institute the Task Force Report recommendation that the Academies follow the DoD policy regarding establishment of a collaborative relationship with civilian authorities for sexual assault victim support?

The Naval Academy has had excellent relationships and cooperation with local law enforcement, medical, and counseling agencies including participation in the local civilian Sexual Assault Response Team. In June 2005 we formalized pre-existing, informal collaborative relationships with community support agencies through a Memorandum of Understanding with the 7 local agencies:

- Annapolis & Anne Arundel County Police Departments
- Anne Arundel & Baltimore Washington Medical Centers
- Anne Arundel Abuse Counseling Center
- YWCA of Annapolis and Anne Arundel County
- Anne Arundel County State's Attorney's Office

The Naval Academy's Sexual Assault Prevention and Intervention Specialist (SAPIS) is currently a board member for the Maryland Coalition Against Sexual Assault (MCASA), participates in monthly state-wide Domestic Violence/Sexual Assault Coordinating Council meetings, and participates in bi-monthly state-wide Domestic Violence/Sexual Assault Prevention educators meetings.

e) What are the Academies policies related to privileged communications between victims of sexual assault and health care providers and counselors?

The Naval Academy affirms that privileged ("restricted") reporting is one of the most effective means of encouraging reports of sexual assault. We implemented the forerunner to restricted reporting, limited confidentiality, in 2003. The Naval Academy has in place all DoD designated Sexual Assault Prevention and Response (SAPR) confidential reporting contacts

(i.e., Sexual Assault Response Coordination (SARC) Officer and Liaisons, Victim Advocates, Health Care Providers, and Chaplains). Full confidentiality is reserved for those conversations between victims of sexual assault and chaplains/psychotherapists. Naval Academy policy and midshipmen, faculty and staff training follow Navy/Marine Corps policy and specifically address and explain the bounds of confidentiality afforded to specific SAPR contacts.

For the past three years, limited confidentiality (now “restricted” reporting) has successfully encouraged a greater number of midshipmen to report sexual assaults and receive information and referrals to support services without having to provide any personal or identifying information to the command. Increasingly, midshipmen who initially opt for restricted reporting are changing to unrestricted reporting after receiving confidential advocacy and support services. This allows the command to maintain situational awareness of any incidents, while protecting the privacy of the victim. It also gives a reluctant victim time, information, and support to consider pursuing a case.

In addition to the issues the subcommittee specifically asked the Service Academies to address, I would like to add additional information that I think is valuable and will be helpful for committee members so that they gain a better understanding of the Sexual Harassment, Misconduct, and Assault Prevention and Response program at the Naval Academy.

Naval Academy Progress

The Naval Academy is steadily improving in this critical area as a result of enhanced prevention and response, more relevant education and training, increased awareness initiatives, and focused leadership. In addition to the findings and recommendations from the Defense Task Force, the Naval Academy continues to gain valuable insight from other methods of assessment. Continued use of survey and management tools helps the Academy and Navy leadership determine the effectiveness of our efforts and determine where renewed attention should be focused. Various surveys have been completed and

their data, together with that of other assessment tools, is being carefully reviewed to help gauge effectiveness of on-going efforts and direct the focus of future efforts in order to provide a safe and professional environment.

DMDC Survey Results

In April 2005, the Defense Manpower Data Center (DMDC) administered the Service Academies Sexual Assault (SASA) 2005 Survey to 682 female (a census) and 1,082 male midshipmen. SASA 2005 was the second of five annual surveys (2004-2008) directed by the FY 2004 National Defense Authorization Act to track the underlying incidence of sexual harassment and assault at the Service Academies. SASA 2005 queries sought information on training, academy culture, personal experiences relating to sexual harassment, sexual assault and sexist behavior, and assessment of progress.

Overall the SASA 2005 Survey data is in sync with assessment findings of the Report of the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies and the Naval Academy's internal Quality of Life/Values Survey. Naval Academy SASA 2005 results indicate:

- Sexual assault incident rates are low (4.7% female/1.5% male).
- Sexual harassment incident rates are more prevalent than assault (59% female/14% male).
- Sexist behavior is a lingering concern in Academy culture (93% female/50% male).
- Alcohol is often a factor in sexual assaults (62% female/male % not reportable).
- The reason most often indicated for not reporting sexual assault was that victims thought they could deal with it themselves.
- Nearly all midshipmen acknowledged having had training on sexual harassment and assault.
- The majority of midshipmen feel that sexual harassment and assault have become less of a problem.

Results indicate that the Naval Academy is making positive progress. While encouraged, we still have a ways to go and are continually working to improve our prevention and response efforts.

Values Survey Results

Since 1996, the Naval Academy has conducted an annual Values survey which assesses command climate and programs through a series of questions about various areas of importance to midshipmen and measures midshipmen's attitude and experiences in a variety of areas, including sexual harassment, misconduct and assault. Our most recent survey, conducted in October 2005, shows that we're making steady progress in several areas such as sexual harassment and assault, perceptions of fairness and overall satisfaction. These issues require constant attention, but we are encouraged by the most recent survey results. The Academic Year 2005/06 survey data indicated:

- Most frequent offense regarding sexual harassment: Negative comments, remarks and offensive jokes (6%). 93% reported they were not harassed.
- 93% of women do not feel that sexual harassment impeded their development as midshipmen.
- 98% of both men and women reported that they did not experience sexual assault. Of the remaining 2% who did, the most common offenses were unwanted touching or kissing (1.2%).
- Resentment against midshipmen who report harassment dropped to a low of 10% among males (down from 24% in 2001) and 5% among females (down from 50% in 2001).
- Respect for midshipmen who report harassment grew from 34% (2001) to 56% (2005) amongst males and from 25% (2001) to 65% (2005) amongst females.
- 97% of the women (and 98% of men) feel safe sleeping in Bancroft Hall.
- 97% of women and 98% of men rate teamwork and cooperation between themselves and midshipmen of the opposite gender as favorable.

These are encouraging results that we are making good progress.

Naval Academy Promising Practices

Sexual assault on the Nation's college campuses has been receiving more attention lately. In 1999, Congress asked the National Institute of Justice to study school compliance with Federal Law concerning security procedures, reporting crime data and ensuring victims' rights. The resulting report,

“Campus Sexual Assault: How America’s Institutions of Higher Education Respond”, was submitted in October 2002 and provides a comprehensive benchmark of sexual assault policy on the Nation’s campuses. The report details promising practices in the area of sexual assault prevention policy, reporting, investigation, adjudication and victim support services. I am extremely pleased to report that the Naval Academy has in place, through its Sexual Assault Victim Intervention (SAVI) Program, each of the promising practices of the Research Report.

1) Prevention efforts

We have been aggressive in our efforts to prevent and respond to sexual harassment, misconduct, and assault. In April 2004, the Naval Academy established the permanent position of Program Manager for Sexual Harassment, Misconduct, Assault Prevention and Response (now SARC) and this senior officer position is currently filled by a senior Navy Commander who reports directly to me. All sexual harassment, misconduct and assault prevention and response training addresses DoD and Naval Academy policies, reporting paths and confidentiality, and resources for victim support. All personnel are informed about the Naval Academy’s SAVI website, which contains more detailed information. In addition to the midshipmen training detailed above, Naval Academy faculty and staff also receive orientation upon reporting to the Academy for duty, and during annual refresher training; Mental Health Providers and first responders participate in more specialized training.

2) Sexual Assault Policy

The Naval Academy’s sexual assault policy clearly defines all forms of sexual assault according to the DoD standard. Our training details points of contact and available reporting options, and strongly encourages victims to report incidents. It provides for initial response, compassion and support for victims, and rapid investigation of all allegations. All midshipmen, faculty and staff receive detailed annual training on all aspects of this policy.

3) Reporting

The Naval Academy works hard to foster an environment that encourages reporting. Our training delineates reporting options, confidentiality and resources available to victims. The Academy's SAVI program provides identity protection and restoration of control to victims of Sexual Assault. We fully support increased confidentiality and believe that it is essential for victims to come forward. Midshipman SAVI GUIDEs and the Officer SAVI Liaisons (trained full time officers) with confidential reporting authority have permitted victims to obtain information and assistance (e.g., counseling), without their identity being disclosed or an investigation being initiated. "Restricted" (confidential) reporting is essential to our program.

4) Investigation and prosecution

Although our number one priority is to properly care for victims and provide continuous support, we also want to make victims aware of their rights and available resources. We encourage reporting so that we can provide the appropriate care for victims, investigate allegations, and initiate legal action as appropriate. As soon as a report is received, the Naval Criminal Investigative Service is contacted, and an official investigation begins, unless the alleged victim declines to participate. Based on evidence collected in an investigation, the Naval Academy may forward a case to judicial proceedings and possible prosecution. When required, Navy and civilian officials cooperate fully as a unified team during the investigation and associated prosecution of cases.

5) Adjudication

Although every report of sexual assault is investigated and treated as if it may be tried at a court-martial, not all sexual assault investigations support judicial action. An investigation may reveal sexual or other misconduct most appropriately addressed at an administrative level. The Naval Academy may use the Administrative Conduct System, Nonjudicial Punishment, or other administrative procedures, in

addition to Courts Martial, to hold midshipmen and/or other service members accountable for misconduct.

6) Victim Support Services

The Naval Academy ensures a sensitive, coordinated approach to victim support. A midshipman who experiences a sexual assault can obtain immediate, 24/7 assistance and support through multiple channels, including SARC and SAVI Liaisons, SAVI Advocates (officers and senior enlisted), midshipmen SAVI GUIDEs, psychotherapists, chaplains, medical support personnel, their chain of command and through other assigned faculty and staff. The alleged victim is immediately assigned a trained personal advocate to provide support and assistance throughout the medical, administrative, legal and counseling process. This support continues until the victim no longer requires or desires it. In June 2005, the Naval Academy hired a licensed clinical social worker as the Sexual Assault Prevention and Intervention Specialist (SAPIS) who specializes in sexual assault/trauma therapy. The Naval Academy's Command Managed Equal Opportunity Program responds to allegations of sexual harassment and refers midshipmen, faculty, and staff to many of the same support services, including psychotherapists and chaplains.

Prevention and Response Initiatives

Navy leadership resource and policy support are being sought to ensure a full prevention and response capability, specifically - assignment of additional female role models; support of a review of current occupational specialty restrictions on females; financial resources to provide more qualified instructors; and support of Congressional action to amend Article 32 of the Uniform Code of Military Justice to permit closed hearings in sexual assault cases. With continued Navy leadership help and support, measurable long-term improvements can be made to address these

complex issues. The Naval Academy team is determined to provide the continuous dedicated effort and required resources to meet this continuing challenge.

Recurring efforts

- Sexual Assault Victim Intervention (SAVI) Program focus groups are conducted quarterly, and are designed to get direct feedback from midshipmen on a wide range of issues, from how safe they feel in Bancroft Hall, to assessment of the climate with respect to gender and the prevalence of sexual harassment, misconduct and assault within the Brigade. The focus groups provide an opportunity to gain feedback on the SAVI Program, as well as to determine how well it is being implemented and how effective the educational material is in delivering the right message to midshipmen.
- Equal Opportunity Exit Interviews are conducted with every female midshipman that departs the Naval Academy prior to graduation, regardless of the reason, to determine if she experienced sexual harassment or assault while at the Naval Academy. This interview is also intended to ascertain whether their departure (voluntary resignations) was in any way related to their treatment as a female or any negative perceptions they may have of the Academy environment and its treatment of female midshipmen.
- The Naval Academy will continue to administer its annual Quality of Life/Values Survey (since 1995) as directed by the Board of Visitors. These surveys are administered by the Academy's Office of Institutional Research, which provides technical oversight to ensure the results are scientifically sound. They are intended to gain perspective of midshipmen's beliefs and experiences in a variety of areas including sexual harassment, misconduct and assault.
- The Academy continuously screens and trains SAVI contact/ response personnel. The training has included a focus on the various reporting resources, i.e., identified multiple

reporting paths, those which have confidentiality and the level of confidentiality afforded each.

- Continue to increase the percentage of female midshipmen and female officer and senior enlisted role models.
- Increase emphasis on midshipmen responsibility and accountability through focused training, additional review and monitoring of midshipmen behavior and assessment of information retention and relevancy.
- Review Leadership, Ethics and Law Curricula to expand and enhance existing sexual harassment and assault course content and instructional methods.
- Continue extracurricular awareness training and availability of expanded sexual assault confidential reporting resources to maximize avenues for reporting and support. Increase awareness of confidential reporting options through focused training.
- Continue active liaison with Navy's SAVI Program Management Office for information sharing, program updates, coordination and support.
- Seek Naval leadership assistance in attaining resources to ensure full sexual harassment and assault prevention and response capability. Specifically, resources for specialized training of key response and support personnel (e.g. psychotherapists) and to bring onboard additional personnel for SAPR Program oversight, support, education and training (3 military and 4 civilian positions).
- Increase officer and senior enlisted supervision of midshipmen in Bancroft Hall during evening and weekend hours.
- Update and further improve USNA's overall Sexual Harassment, Misconduct and Assault Prevention and Response Plan. Provide Prevention and Response Plan to Academy's Executive Steering Group for review.

New initiatives

- In the academic year 2006-07, the Naval Academy will host a conference in which service Academies and their preparatory schools will participate, focusing on prevention of sexual assault, misconduct and harassment.
- The peer education curriculum is currently being updated, and the Naval Academy is enhancing training for the midshipmen trainers.
- The Naval Academy has published articles in SHIPMATE, the alumni magazine, addressing our sexual harassment, misconduct and assault policy.
- Updating the Naval Academy SAVI Website has provided more comprehensive information, e.g., addressing what to do if assaulted, confidentiality policy, contact info, links to other relevant sites, and made it much easier to access, i.e., quick link from the Naval Academy Homepage.
- The Naval Academy is working proactively with the Navy Personnel Command to seek funding and billets to make measurable improvements in program effectiveness.
- In May 2006, the Naval Academy hired a nationally renowned expert on trauma and therapy with sexual assault victims to conduct continuing education training for all Naval Academy psychotherapists.
- The Faculty Liaison Program (FLP) has been implemented to expand the readily available resources that provide awareness information, victim guidance and support. FLP is a subsidiary program of the Naval Academy's SAVI Program in which faculty members volunteer and are trained to act as contact points for faculty, staff and midshipmen seeking information or assistance relating to sexual assault.

Conclusion

I have consistently made clear to all our staff and midshipmen that the Navy does not tolerate sexual harassment, misconduct or sexual assault. These actions have no place in the Navy and Marine Corps and are contrary to the values the Naval Academy strives to develop in our future officers. The public trusts that the Naval Academy will adhere to the highest standards and that we will serve as a beacon that exemplifies character, dignity and respect. We will continue our efforts to meet that trust.

Destined to be the future leaders of Sailors and Marines, we hold our midshipmen to the highest of standards. As prospective Navy or Marine Corps officers, midshipmen must set the example and must not conduct themselves in such a way that indicates questionable personal morals or is not consistent with the Navy's core values of honor, courage and commitment. These high standards apply equally to each and every midshipman in the Brigade.

In closing, preventing and deterring sexual harassment, misconduct and assault is a critically important issue that needs to be emphasized time and time again. Improving our climate at the Naval Academy to where all people treat each other with dignity and respect is among our highest priorities. As Superintendent, I assure you that we'll continue to do the right thing and uphold the Academy's standards when dealing with these cases. The Naval Academy will continue its focus on improving gender relations toward the goal of greater dignity and respect among midshipmen, and eliminating sexual harassment, misconduct, and assault.